

THE CITY OF NORFOLK



To the Honorable Council
City of Norfolk, Virginia

April 26, 2022

From: Marva A. Smith
Director of Department of Human
Resources

Subject: Compensation for Chief of Police
Retirement

Reviewed:

Catheryn R. Whitesell, Deputy City
Manager

Ward/Superward:

Approved:

Dr. Larry H. Filer II, City Manager

Item Number: R-8

- I. **Recommendation:** Adopt Ordinance
- II. **Applicant:** City of Norfolk Department of Human Resources
- III. **Description:**
This agenda item is an ordinance amending the Regulations for the Administration of the City of Norfolk Fiscal Year 2022 Compensation Plan to add one new article regarding eligible additional compensation for the Chief of Police who served from December 1, 2016, to April 30, 2022.
- IV. **Analysis:**
The Department of Human Resources is requesting approval for additional compensation for the referenced employee. This approval authorizes the City Manager to award a lump sum amount upon referenced employee's employment separation due to retirement.
- V. **Financial Impact:**
Funds have been appropriated and are authorized for expenditure for this purpose.
- VI. **Environmental:**
N/A

VII. Community Outreach/Notification:

Public notification for this agenda item was conducted through the City of Norfolk's agenda notification process.

VIII. Board/Commission Action:

N/A

IX. Coordination/Outreach:

This ordinance has been coordinated with the Department of Human Resources, and the City Attorney's Office.

Supporting Material:

- Ordinance

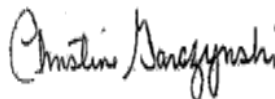
Form and Correctness Approved:

*BAP***Heather Mullen**

Pursuant to Section 72 of the City Charter, I hereby certify that the money required for this item is in the city treasury to the credit of the fund from which it is drawn and not appropriated for any other purpose

By: _____
Office of the City Attorney

Contents Approved:
Marva A. Smith



Christine Garczynski, Director of Finance

By: _____
Human Resources

NORFOLK, VIRGINIA

Ordinance No.

AN ORDINANCE REGARDING COMPENSATION FOR THE
CHIEF OF POLICE RETIRING ON NORMAL SERVICE
RETIREMENT EFFECTIVE MAY 1, 2022.

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BE IT ORDAINED by the Council of the City of Norfolk:

Section 1:- That notwithstanding any City Code provision, ordinance, or regulation to the contrary, the Chief of Police serving from December 1, 2016, to April 30, 2022, and retiring effective May 1, 2022, shall be eligible for additional compensation as set forth below. The referenced employee shall receive compensation representative of the present value, as calculated by the City, of the Deferred Retirement Option Program (DROP) account balance that he would have received had he entered DROP on May 1, 2022, and participated in DROP for the maximum time period of four (4) years. However, in considering the average final compensation for purposes of calculating this specific compensation payment and notwithstanding any City Code provision, ordinance, or regulation to the contrary, the average final compensation for the Chief of Police hereunder shall be based on a five (5) percent increase to the annual salary paid to the Chief of Police effective July 3, 2021. Said compensation payment shall be calculated by the City based on the average annual earnable compensation as stated above and shall then be reduced to the present value, as calculated by the City, of such amount. Said compensation shall be paid in a lump sum amount and shall be treated as supplemental wages for tax purposes. These funds have been previously appropriated

and are authorized for expenditure for this purpose. This compensation payment, the modified average final compensation used for the compensation calculations, the method used to calculate the payment, and the calculations themselves, will in no way abridge, amend, or modify the employee's entitlement to his normal service retirement benefits vested under the Norfolk Employees' Retirement System ("NERS") or the amount of his normal service retirement benefits based on City Code Chapter 37.

Section 2:- That this ordinance shall be in effect from and after the date of its adoption.

CERTIFICATION OF FUNDING

Account No.: 1000-19-100-5110-951

Amount: \$307,931.00

List additional account nos. and amounts here